

## **APPENDIX B: DRAFT GOALS & METRICS**

### **1. Overarching goal for HHS: Move into the top quarter of the innovation index among large agencies, as measured by results of OMB's Employee View Point Survey**

- a) Metrics (from EVS) for 2013- 2014. Positive response in EVS to these questions:
  - i) I am constantly looking for ways to do my job better
  - ii) I feel encouraged to come up with new and better ways of doing things
  - iii) Creativity and innovation are rewarded

### **2. HHS agency performance goals: Establish a performance management goal to be assessed for OPDIV and StaffDive progress in innovation activities related to program management and workforce culture**

### **3. CTO Program Goals:**

#### **b) Health Data Initiative – Overarching Goals**

- Strategically focused liberation - Increased emphasis will be placed on liberating data that are deemed to be high value data sets and/or strategic importance.
  - Appropriate Dissemination - Maximize the use of the Healthdata.gov platform to enable greater access to the data and more robust communications about its value.
  - Data Education - Education about the data will have both internal and external audiences. HDI will accumulate knowledge from departmental colleagues about the data assets we control, and disseminate the knowledge about data as an asset.
- i) Subcomponent: HealthData.Gov Platform
    - (1) Short-term goal launch interactive annotation capability this year
    - (2) Data liberation goal: 500 listings in healthdata.gov
  - ii) Subcomponent: Health Data Leads
    - (1) Short-term goal: Improved data quality, Promote Data's value and External engagement
    - (2) Long-Term goal: Exhibit Uses of Data, Policy Development, Cultural Shift within HHS
  - iii) Subcomponent: National Committee on Vital and Health Statistics, Working Group on HHS Data Access and Use
    - (1) Short-term: Develop a rating system of health data sets

- (2) Long-term: Demonstrate approaches to strengthen uses of microdata while appropriately employing privacy and security safeguards.
- iv) Subcomponent: Enable and Incentivize Data User Marketplace
  - (1) Simplify and democratize our materials for broader and clearer understanding of both how to access health data, and ideas for what to do with the data.
- v) Metrics for Measuring Success on Health Data Initiative
  - (1) Process Metrics
    - (a) Response times to public inquiries - HDI will improve the timeliness of responses to public inquiries through HealthData.gov
    - (b) Metadata quality - track quantitative improvements in the value of the metadata as well as the process for obtaining higher quality metadata.
    - (c) Educational material use and value measures - evaluate educational material for uses with internal audiences
    - (d) Decrease dataset delivery timeline - shorten the time between data request and deliver of a dataset to the platform
  - (2) Outcome Metrics
    - (a) Data Access
    - (b) Measure data liberation's impact on health care
    - (c) Increase the utilization of the data in problem solving across health care
    - (d) Increase the number of available data sets to 500 by 12/31/13
    - (e) Identify more than 200 new apps based on HHS data over the next year
    - (f) Monitor increased demand for individual health data through Blue Button
- c) HHS*Innovates***
  - i) Goal: Identify innovations developed by HHS employees (and their partners)
    - (1) Target: Increase submission to 60 nominations with focus on increasing submissions from small operating divisions, categories other than technology, and low-cost innovations.
    - (2) Metric: Innovations submitted by HHS employees
  - ii) Goal: Share/Disseminate Innovative Ideas & Solutions
    - (1) Targets: Increase internal and external voting to 12,000 votes cast; increase media mentions
    - (2) Metrics: Votes cast by HHS employees; votes cast by public; media mentions
  - iii) Goal: Reward employees for innovative behavior
    - (1) Target: increase number of small operating divisions applying to program
    - (2) Metric: Assess number of applicants from small operating divisions
  - iv) Goal: Scale and promote winning ideas across HHS
    - (1) Target: Select one innovation to scale in 2013-14
    - (2) Metric: Assess extent to which OS has helped to scale innovation
- d) HHS*Sentreprenuers***
  - i) Goal: Understand the current level of innovation across HHS

- (1) Metrics: Analyze round 1 and 2 project submissions and requested skill sets for proposed external entrepreneurs; and Analyze and summarize feedback from interviews with internal and external entrepreneurs who participated in round 1 of the program.
- ii) Goal: Improve and accelerate the process for recruiting external talent at HHS
  - (1) Target: In round 2 of the program, the CTO Office seeks to reduce the time required to hire external entrepreneurs. CTO plans to reduce the time required to hire an external entrepreneur from 4-5 months (Round 1) to 1-2 months (Round 2).
  - (2) Metric: Analyze the number and quality of external entrepreneur applications received for round 1 and round 2.
- iii) Goal: Accelerate the completion of high-priority projects
  - (1) Target: we will analyze the results of a questionnaire sent to federal career staff associated with the round 1 HHSentpreneurs project
  - (2) Metric: Analyze responses from questions 7 and 8 of the HHSentpreneurs dashboard questionnaire.
- iv) Goal: Teach Federal career employees new and sustainable skills to encourage innovation
  - (1) Target: Develop an innovation seminar series
  - (2) Metrics: Analyze responses from questions to HHSentpreneurs dashboard questionnaire. Analyze attendance and participation at HHS “Topics in Innovation” seminar series to be developed in 2013.

**e) HHSignite**

- i) Goals
  - (1) Successful execution of the 8 projects
  - (2) Support the project team members with problem solving techniques/perspectives,
  - (3) Empower entrepreneurs to take these techniques/perspectives with them beyond the ignite project,
  - (4) Foster meaningful buy-in and participation from the implementation team.
- ii) Metrics
  - (1) Participant’s Assessment
  - (2) Manager’s Assessment
  - (3) Implementation Team Assessment
- iii) Output Indicators
  - (1) 75% of projects meet goals they proposed
- iv) Input Indicators
  - (1) Number of applications (hoping for 40)
  - (2) Diversity of Project Teams and Types
- v) Operational Indicators
  - (1) Number of self-defined project milestones reached
  - (2) Number of Trainings we offer the participants
- vi) Efficiency Indicators

- (1) Time to get the selected team operational, including budgetary mechanisms in place

**f) *HHSfairtrade***

- i) Goal: Test concept to define and understand utility of tool for HHS employees
  - (1) Target: Develop beta version of tool and deploy it
  - (2) Metric: Measure time to build prototype e and resolve policy issues
- ii) Goal: Evaluate tool and make recommendations for development of version 2.0
  - (1) Target: Gather baseline data about tool's use and community interest
  - (2) Metric: Inputs from user community and synthesize results